

# NEWSLETTER

FEBRUARY, 1990

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## FSA Executive 1989/90

President .....	Bob Smith	2421/4313
First Faculty Vice-President ....	Doug Hudson	4325
Second Faculty Vice-President ...	Brian Coulter	4317
First Staff Vice-President .....	Leslie Wood	4223
Second Staff Vice-President .....	Bertha Solvey	2445/2475
Treasurer .....	Cheryl Isaac	4262
Recording Secretary .....	Jocelyn Cass	4318
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Job Classification Audit Chair ..	Varlene MacLeod	4251
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## Executive Meeting Schedule

Abbotsford, Room A306, 3:30 p.m. (Week 1)

February 28  
March 28  
April 25  
May 23



February, 1990

## From the Editor . . .

## FACULTY! AND ALSO STAFF!

I want to call your particular attention to Betty Harris's Faculty Educational Leave report elsewhere in this issue. Contract negotiations have begun, and by all reports are proceeding as smoothly as they usually do at this early stage, but it is too early in the process to be editorializing upon negotiations. The time is more than ripe, however, to focus our attention sharply on the deliberations surrounding faculty ed. leave. As Betty points out, faculty will be asked to ponder, discuss, and vote upon an ed. leave proposal in the very near future, and the first point to be very clear about is that these deliberations are not connected with this year's contract negotiations. A Joint Ed. Leave Committee was mandated in a previous year's negotiations to come up with a scheme for faculty ed. leave, and this, at long and much-overdue last, is it. When you are thinking about the merits of this proposal, do not fall into the error of thinking that turning it down will result in a higher salary settlement for this year; money (not much in the first year, but it builds) has been set aside, and our decision to go for a decent ed. leave programme has already been made.

Personally, I think faculty would be insane to turn down the proposal, but before I address that topic let me excuse from this discussion those STAFF readers who are concerned primarily with what all this will mean to them. As Betty's

final paragraph indicates, staff ed. leave funding should at least double once the faculty scheme is put into place. Virginia Cooke says that as far as she is aware, this is the only staff ed. leave programme in the entire provincial college system, which puts our staff light years ahead of their counterparts in other colleges.

Betty's report is necessarily a bit sketchy, since as we go to press the final details, especially concerning timelines for eligibility and criteria for proposals, are just now being worked out. My understanding is that five years of continuous employment would be necessary in order to qualify in the first instance. The funding level would be 80%. After returning from long-term leave, one would need to complete seven years before becoming eligible again (three years after returning from short-term). People returning from leave would have to continue working for twice the leave period, or forfeit a proportion of the leave monies.

Applications will be judged on a pass/fail basis, but the criteria will be somewhat more stringent than in the past and will include a mandatory interview. Following the pass/fail selection, seniority will apply, and (I presume) a lottery, if necessary, among people of equal seniority. There will be strict provisions for monitoring during the leave and for reporting afterwards. The fund will be split 60/40 between long and short-term leaves.



Betty's report makes it clear that the College and faculty would be contributing to this fund. I can see the odd faculty member wrinkling his or her nose at this, but permit me to point out that for someone at the top of the scale, the 1990-91 contribution of decimal one per cent amounts to something in the order of fifty dollars, or roughly four dollars a month. Even .4% at year four and thereafter is a pittance -- a token gesture, an extremely non-costly piece of political good will -- and I devoutly hope faculty will not spend too much energy picking at this particular nit.

The real issue for faculty voting on this plan is whether we want ed. leave at all. We've been here so long without any to speak of that I suppose there could be a tendency to think, Oh hell, only eighteen years to retirement, let's just keep trading off ed. leave for a marginally better salary increase each year, and we'll be able to spend our declining years in a truly upscale geriatric ward.

But, ladies and gentlemen: without ed. leave, these are our

declining years; this is the geriatric ward. Teaching is not a profession where you can go on for decades churning it out without taking time once in a while to put something back in. The college instructor's workload prohibits any serious thinking, writing, studying, or research for eight months of the year, and it prohibits anything but the most basic biological rest and renewal over the summer. Everyone knows this; the only people who aren't willing to admit it are the ones so far gone in zombiehood that . . . that . . .

Well, there you are. People will sometimes say they can't afford to live a year on 80% salary, but how can the soul of a teacher afford not to once in a while? Surely ed. leave should be compulsory. A friend of mine at CNC, who started there the same year I did, is about to go on his third full sabbatical. Virginia says that the plan we're about to deliberate on is (apart, perhaps, from that of Okanagan College) the best one in the college system. It had better be. We've waited long enough for it.

Graham Dowden

## FSA President's Message...

As this is a hectic time of the year, I'll confine my remarks to a few announcements.

At the recent General Meeting, there was no time to report on the educational leave proposal for directors and B faculty. Its origins reside in our last self-study and in last spring's report from joint committee.

Recently, the College decided to seed the new fund and the fine print has occasioned lots of work by Betty Harris, Wendy Burton, and Virginia Cooke. The entire proposal will be circulated to include directors and B faculty very soon and a meeting will be convened to discuss it prior to a mail ballot. The new ed. leave



proposal, if passed, would fund several leaves per year and permit much more access for staff to the current P.D. fund.

During the last couple of months, I have received so many inquiries about the contractual provisions for part-timers and sent so many memos in one direction or another, that a full report was necessary. This is included elsewhere in this issue.

All members of the FSA will be pleased to hear that our Association is a sponsor of the second Day Care Centre, as well as the first. The FSA has secured over \$8,000 from the provincial government for much needed equipment. Linda Matwichuk, who directs the Centre, did all the paper work (see below). And, for those members who could not attend the general meeting on 2 February, we decided to support the Open House's concluding "social" to the extent of \$1500. The FSA will also donate \$500 to the scholarship fund and \$500 annually to the essay prize fund (Writing Across the Curriculum). At the general meeting, however, there was a rush to conclude, thus pre-empting some questions about the staff proposals. The chair had promised time for this purpose, but the motions to refer them back to committee as well as to adjourn were in order. Outstanding questions submitted to me, or any other executive officer, will be conveyed quickly to the Contract Committee.

In my reports to the College Board, I have cited some matter-of-fact items, e.g. -- that the FSA has some 360 members, a majority of whom are women, in both staff and faculty

components. I have also expressed some opinions which I hope we all share such as the need to improve salary conditions and to construct flexible and safe working environments. While not disagreeing with the FSA position in the arbitration to decide the College's refusal to promote an internal candidate, I pointed out the pitfalls of the arbitration process, namely, the expense, the rarefied atmosphere prevailing in its proceedings which only lawyers understand, and the fact that we (the FSA and the College) should have sharpened our efforts to interpret the Collective Agreement in a manner satisfactory to ourselves.

Finally, allow me to observe that we are not always unified in opinion or purpose and that disagreements among members and between them and the executive frequently appear all the more conspicuous at the outset or conclusion of contract talks. Some of our disagreements result from lack of communication and meetings which are increasingly difficult to schedule. Our workplace is increasingly fragmented and complicated. Gone are the days, long gone, of a sleepy country college where everyone knew each other from frequent contact. Add to this the fact that your executive officers have demanding workloads, as you do, and few have any release time; even those who are permitted "time-off" have far more tasks than the release allows. I plan to recommend reforms in our support system at AGM time.

Bob Smith



Province of  
British Columbia

Ministry of  
Social Services  
and Housing

Parliament Buildings  
Victoria  
British Columbia  
V8V 1X4

OFFICE OF THE MINISTER

February 1, 1990

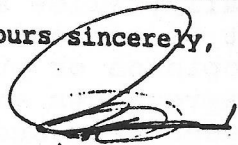
Mr. Bob Smith  
President  
Fraser Valley College  
Faculty and Staff Association  
33844 King Road  
Abbotsford, British Columbia  
V2S 4N2

Dear Mr. Smith:

I am pleased to advise you that your request for a start up grant has been approved. A cheque in the amount of \$8,225 will be forwarded to you shortly.

I would like to thank you for your dedicated efforts on behalf of the children and families in Abbotsford who require day care. The Ministry is pleased to assist with the start up costs of Student Teaching Model Day Care Centre.

Yours sincerely,

  
Peter Dueck  
Minister of Social Services  
and Housing

## Report from the Contract Chair . . .

Barbara Pinkiewicz and I have now begun negotiations with the able assistance of our contract working group, Maureen McNie and Bertha Solvey (alternate) for staff, and Cheryl Dahl, David Gibson, Anne Knowlan, Doug McDowell, Allan McNeill and Susan Milner for faculty. We have arranged to meet at least twice per week through February and March and it is our objective to be able to celebrate our new contract by the time of our 15th Anniversary Open House festivities. So far, negotiations are proceeding smoothly. I have no doubt that the preparation of background material to justify our positions gives us bargaining strength and Barbara and I would

like to thank those members who have assisted in this.

Negotiations, being in the early stages, have thus far not addressed money issues. We expect to resolve the other issues by the end of February and then tackle pay and benefits. For those members interested in a blow-by-blow report of each session, I have housed with the LRC (Chilliwack & Abbotsford) copies of each proceeding in the form of memos to the working group. Please feel free to discuss matters of concern with any member of the working group. Stay tuned for more....

Ian McAskill



## Faculty Vice-President Report . . .

The major activity of the Faculty Vice-President is representing FSA interests at CAC meetings. However, as participation in other committees does concern the FSA and faculty interests at FVC, some comments on them are necessary (e.g., Open Door Policy Committee, Access Committee).

### CAC

With Henry Speer as chair, CAC has dealt with a number of program and policy changes, and redirected some back to PAC for clarification or documentation. An early discussion focused on whether or not CAC simply duplicated MAC and other advisory groups, but I think we sufficiently distanced CAC from the rest. I think there was the feeling that CAC was being seen as either a rubber stamp for policy changes, or had been rendered irrelevant in some areas by the formation of advisory groups. Maintaining the role of CAC will be an important issue over the next year or two. Issues which appeared to have an impact on contractual issues were brought to the FSA executive for comment, and guided my participation in CAC. It's likely, though, that a more formal way of getting CAC agenda items out to constituent groups in the FSA is necessary. The proliferation of programs in such areas as Communications and International Education makes following changes somewhat difficult. A major area of concern in the future is the reorganization of programs to achieve closer transfer arrangements with Simon Fraser University -- but this will be discussed under the topic of access. One topic which has lingered on is the Open Door policy. A report on

changes to the Open Door policy has been circulated to groups represented in CAC. Look for a copy at your newsstand.

### Access

The FSA has representation on the Access Committee, which initially was an advisory group to the college president, Dr. Peter Jones. However, following discussions between Dr. Jones and members of the advisory group, it was decided to transform the group into a FVC committee. A general faculty meeting was called last year, and a consensus reached on the structure and role of the committee. As the committee came on the scene after the committee timetable had been set, it was decided to maintain the original advisory group as the core of the new committee, with an interim chair (D. Hudson), and increased representation from other teaching areas. The Access Committee reports directly to the college board, as well as to CAC. The major issue which should concern FSA members in general, and faculty in particular, is the plan by SFU to establish a satellite campus (no one is saying exactly where, but the bets are on the Langley area). A report on post-secondary education in the Fraser Valley (as defined by SFU) prepared by presidents of FVC, Douglas, and Kwantlen Colleges, plus SFU, was to have been released in January (we hoped), and made available for discussion by the Access Committee. So far, the report has not been made public, and we are somewhat in the dark about where FVC will be in five years, what SFU is doing behind the scenes to lobby for its vision of a satellite campus, and what



the provincial government intends to do. The FSA, through its members, needs to ensure that the report is made accessible as soon as possible, and that it participates in discussions about where FVC might be headed in the 1990s. There has been concern expressed that the establishment of an SFU campus in the region would atrophy at best our second year courses, and at worst, our university transfer courses in general. A number of other colleges have embarked on a relationship with universities to create a University-College system -- these include Okanagan College, Cariboo College, and Malaspina College (which also has developed its own degree program in Liberal Arts, as well as courses leading to a University of Victoria degree). Faculty should be keeping up on events in other colleges, and participants in articulation meetings should be raising the issue. With negotiations in place, we should turn some of our attention to whether or not a university-college structure is appropriate for FVC. Whatever happens over the next few years

will have an impact on the faculty component of the FSA. At least we have the opportunity to discuss with our colleagues in other colleges how various arrangements are working. At one end is the College of New Caledonia in Prince George, where the concern is that the newly announced University of the North will transform CNC (and other northern colleges) into a vocational institute, with university transfer courses incorporated into the new University. At the other end, perhaps, is Malaspina, which has sought to develop a special degree program which offers students something different from the usual university fare.

If there are any faculty concerns which you want raised at FSA executive meetings, contact me. I teach in Chilliwack Monday and Thursday mornings, (Travelling Faculty Office "G"); the rest of the week I am in Abbotsford (Faculty Office A356), or on the freeway (no fixed address).

Doug Hudson

## Grievance Report . . .

The former shop steward area of the Business Office and Facilities, West Campus, has been divided into two areas. Maureen McNie continues as shop steward for Area No.2 - Business Office West. Ken Humke has been elected to represent Area No. 13 - Facilities West.

I would call the attention of full-time staff employees who have recently been hired to recently created positions, to Article 21.5.1(b) of the Collective Agreement. It states: "All new positions

falling within the classification provision of this Agreement shall be audited and shall be reviewed six months later." The Personnel Officer ensures this is put into action, but if you have been missed, enquire.

Finally, do read Article 17.2, which pertains to seniority lists due to appear later this month. Check that the information agrees with your own records. It is important!

Mary Saunders  
Staff Grievance



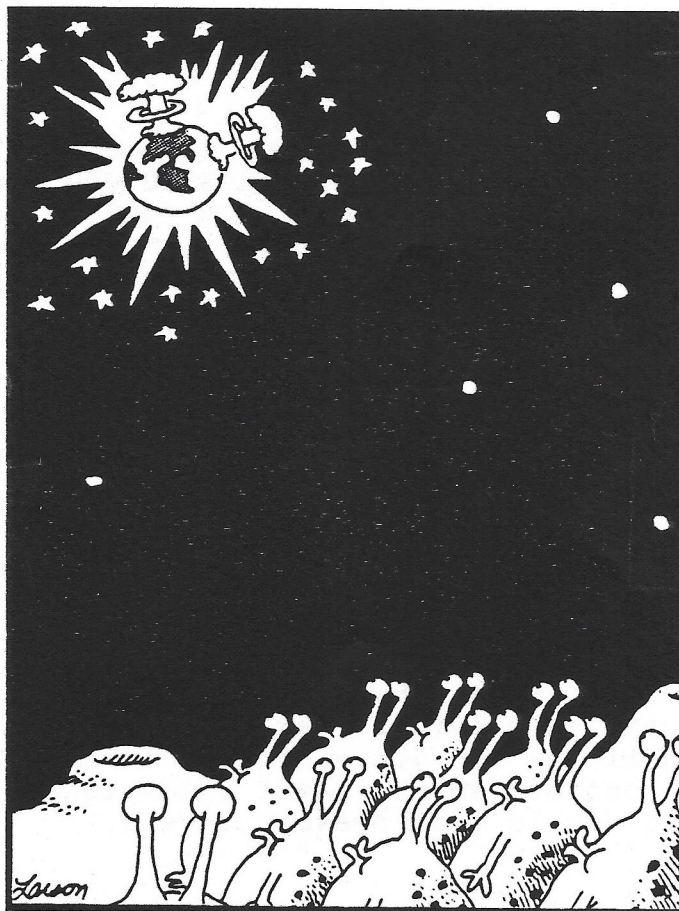
## Report from Agreements Committee . . .

The Agreements Committee is currently dealing with:

- the proposal for Faculty Educational Leave;
- development of contract language to define student workers and when they may be used.
- interpretation of the clauses in the Collective Agreement which refer to relative rights of A, B, and C contract holders;
- conversions from Regular Part-time status to type C status;
- management's request for two further exclusions from the bargaining unit;
- our request for summer hours to be available to all staff who request them.

These matters are all still under discussion so there are no final decisions to report. Perhaps next month.

Betty Harris



"Oooooooooooooooooo!"

## Report on Faculty Educational Leave . . .

On January 15th the College announced that it would be willing to make a financial commitment to a new faculty educational leave program, beginning in the 1990-91 budget year, if the faculty will do likewise. College commitment:

<u>1990/91</u>	<u>1991/92</u>	<u>1992/93</u>	<u>1993 &amp; following years</u>
\$30,000	\$60,000	\$90,000	2% of Type "B" faculty and directors' prior year's salary.

Faculty and Directors will agree to contribute, in each of the fiscal years noted below, the following percentages of their salaries.

<u>1990/91</u>	<u>1991/92</u>	<u>1992/93</u>	<u>1993 &amp; following years</u>
.1%	.2%	.3%	.4%

1991/92 would be the first year of access to the new scheme, which would have something between \$110,000 and \$120,000 available by then or enough for 3 or 4 faculty to take an 80% funded leave.

The final details of eligibility times, etc. are being hammered out by the original Joint Education Leave Committee (Virginia Cooke, Betty Harris, and Barry Bompas). Another joint committee, consisting of Wendy Burton, Virginia Cooke, Betty Harris, Dick Bate, and Don Tunstall, is hammering out the Criteria for Pass/Fail decisions.

It is hoped that this work will be all finished within the next two weeks, at which time full details will be sent to all faculty and directors and a meeting will be held for full discussion.

A mail ballot will follow, in which all faculty and directors will be asked to vote for, or against, the proposed scheme.

The current educational leave scheme, which is funded solely by the amount left over from the previous year's in-service PD fund, will continue "as is" until the new scheme starts in 1991/92 and, subsequently, will continue as the staff educational leave fund, so staff funding should double from present levels.

W.E. Harris  
Director  
Learning Resources Centre



## PART TIME EMPLOYEES

In 1976, Fraser Valley College employees organized themselves into two unions, one for staff, and one for faculty. These constitute the Faculty and Staff Association. Initially, the focus of recruitment was on full time employees, but there were no special restrictions placed on part-timers. They earned less but only because they worked less than full-timers. Soon, budgetary considerations and the college's demands for flexibility persuaded the FSA to sign a Collective Agreement defining full-time employees as those working 50% or more of an annual workload and excluding from the Association those who worked less.

The effects of this decision to exclude part-timers were dramatic and persist today. These employees could not bargain collectively nor could the FSA bargain for them. As a result, part-timers could not represent the special needs of their group. They lacked job security and their pay began to lag behind pro-rata levels. The College had a virtually free hand. During the restraint period, for example, part-time salaries were frozen for five years running. Part-timers had become a sub-class of transient workers whose only alternatives were toleration of the status quo, employment elsewhere or promotion to a 50% contract which permitted access to the Collective Agreement. Since new money was scarce, at times non-existent, mobility from the ranks of part-timers to full time positions was limited.

The FSA began to conclude that the rationale for part-time employment, i.e. short-term staffing for "peak load" registration periods or a new

course for quickly emerging student demands, was serving other purposes. Work that should normally be assigned to full-timers was simply to be divided up into part-time positions at less than pro rata rates. Some program areas contained a majority of part-timers whose priorities often resided elsewhere and who could not fairly be expected to contribute to the college's operation beyond their own immediate work. Coordinators and directors found themselves managing large groups of part-timers, performing endless rounds of evaluations, and encountering recruitment difficulties. And, the FSA was running risks by the proliferation of part-time group, one increasingly numerous and knowledgeable about the College's work that would have no reason to ally itself with the FSA in a lockout or strike situation.

These problems were related to the FSA membership in the Annual General Meeting in May 1987. Members decided to approve in principle the organization of part timers. Two methods of doing so presented themselves: where the College and FSA agreed to include part-timers, the matter could be settled by a letter of agreement; where the College refused, the Association could request an order from the Industrial Relations Council to include part-timers. The College decided to accept the first course and asked for one major concession: a five year moratorium on bargaining of wage issues, a period that would permit the College to phase in pro-rate rates. The College and Association agreed to negotiate all other details.



The current amendments to the Collective Agreement governing part time employees were negotiated in the winter of 1988-89. The College presented a considerable range of demands -- e.g., less job security, restricted bumping rights, exclusion from some benefits, etc. The FSA was thus obliged to treat the College's requests in a negotiations' environment that required give and take. The amended Collective Agreement was ratified by the FSA membership in May 1989, the document to come into force on 1 August, 1989.

When trying to find out what the Collective Agreement holds in store for part timers, three difficulties present themselves. Compromises invariably result in more complex contract language. Added to this is the complexity of the Collective Agreement itself and the way in which it has been interpreted by the College and FSA. Lastly, there are now so many different employment categories -- A (full-time staff), B (full-time faculty), directors (faculty), C (full-time temporary, staff or faculty), part-time staff, part-time faculty, and excluded employees (auxiliaries or management) -- that it is often confusing when weighing the rights of one group vis-a-vis another.

#### Part-time status

This is governed by two factors, the type and extent of the work. The type is either staff or faculty. The extent of work for staff is more than 140 hours per year but less than 900. For faculty, it is more than 219 hours per year, and less than 900. In the case of semester-based faculty, the workload must be 1, 2, or 3 courses per year.

#### Hiring

When the College creates a part-time position in accordance with the definitions cited above, a posting is issued. The ensuing competition is governed by Articles 4.2 and 13.5 and candidates are considered by a selection advisory committee, except when "time is of the essence", where the College must waive normal procedures under emergency circumstances. When the successful candidate is selected, and accepts the position, the administrator in charge forwards a contract request form to the Personnel Department where a formal contract of employment is drawn up and sent to the successful candidate for his/her signature. The employer must present the new employee with a Collective Agreement, a dues "check-off" card, and an application for Association membership (Article 3.3).

#### Association membership

Membership in the FSA is not compulsory. However, if any employee in the bargaining groups wishes to vote in general meetings, stand for Association office, or represent the Association, membership is required. The Association is governed by provincial labour law, the Societies Act, its constitution and by-laws, and by the policies adopted by the membership or its officers. Whether an employee is a member or not, he/she pays dues at rates set by the membership.

#### Workload

Once a part-timer's annual workload is set, it may not be reduced or eliminated unless the conditions of the termination or



lay-off clauses are met. Workload may be increased, thus establishing a new base, the exception being an overload, which should only be assigned according to College policy.

### Probation

The part-timers' probationary period is two years (Article 14.1). During this period, he/she is evaluated. Prior to the end of the two years, the College convenes a selection advisory committee. If the incumbent was originally hired by a SAC, he/she has "internal candidate status" (Article 13.3), in effect a preference. Good evaluations speak strongly. If the incumbent was hired without a SAC, he/she competes on an equal basis. If the SAC does not "confirm" the incumbent, that is, hires someone else, it must satisfy the conditions of Article 4.2. Finally, a probationary employee may be dismissed at any time for just cause (Article 14 and 16). "Just cause" is part of due process and must be based on evidence and a procedure that gives the employee and opportunity to review and contest that evidence, as well as to be represented by an Association officer and to receive legal counsel.

### Lay Off

The lay off provisions in Article 18 are complicated, resulting from the many compromises that are necessary when the principle of job security clashes with the employers need to reduce the size of the work force due to funding shortfalls. A reduction in annual workload in part or in

whole constitutes lay off. The employer is obliged to notify the Association to explain its reasons and to issue notice to the part timer. Part-time staff employee may invoke his/her "bumping" or displacement rights -- i.e., taking the job of another part timer, provided the former has greater seniority and the minimum qualifications. Part-time faculty may do the same but only within their functional area. If the "bump" is unsuccessful -- the employer can rule that the laid off part timer hasn't the minimum qualifications -- recall rights are available, with the promise of work should it arise later. Notice the lay off sequence in Article 18.3.

### Pay

Part time wages will rise to full pro-rata rates by 1 April, 1993. The reference point for calculating part time staff wages is their classification and Article 21.9. Probationary part time faculty will receive one twelfth of the R6 rate listed in Article 22.6.5 for each course they offer, the R7 rate for non-probationary part-time faculty.

### Benefits

Included in part-timers' pay are the cash equivalents of vacation and benefits such as medical and extended health coverage. Part-timers are entitled to opt into the short term sick leave plan after passing probation.

### Pensions

Any faculty member may participate in the provincial pension plan but only full-time staff may join the Municipal Plan.

### Leaves

Leaves are permitted for the maternity period, court appearances, and bereavements. Part timers are excluded from other leaves, but the employer may grant them for compelling reasons.

### Professional Development

Part timers are excluded from educational leave but may participate in individual or group p.d. activities in or out of the College. P.D. funds are granted on the basis of the part timer's workload proportion. All Association members are entitled to enroll in one College course per semester tuition-free, subject to the conditions of College policy.

### Advancement

Part-timers may apply for any vacancy for which they are qualified. Once they have been hired by a SAC, they acquire "internal candidate status" in such competitions. Part-timers who acquire an A or a B contract are permitted to carry forward their seniority.

### Access to the Collective Agreement

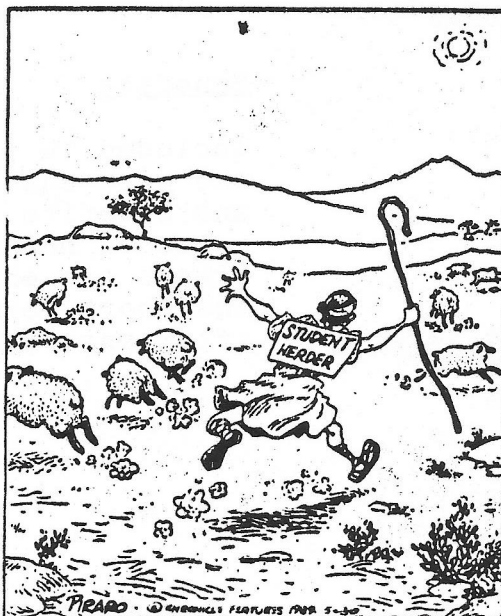
Where any part of the Collective Agreement is silent vis-a-vis part timers, they have the benefit of or responsibility for the provision in question.

### Representation

Regular part time employees are encouraged to form informal working groups to discuss issues to forward these to the executive and membership at large.

Bob Smith  
January, 1990

### **BIZARRO**





## Pregnant Workers May Face VDT Risk . . .

Until recently, most scientists believed that low frequency, extremely low frequency radiation and the electromagnetic fields they create had no biological effects. Now, however, they are not so sure.

A study sponsored by the U.S. Congressional Office of Technology Assessment has concluded that "The emerging evidence no longer allows one categorically to assert that there are not risks." The U.S. report is the first government report to officially recognize the possibility that a problem may exist.

Concerns about the health of pregnant women using VDTs were raised last year in a study conducted by the Kaiser Permanent Medical Group in Oakland, California. Researchers there reported that women clerical workers using VDTs for more than 20 hours per week in the first three months of their pregnancies were twice as likely to have miscarriages.

The study contained contradictory findings, however. A group of women managers who used computers experienced a 30 percent lower than normal rate of miscarriages. Researchers say the issue needs further study and suggested the increased rate of miscarriages could be the result of other job-related factors such as stress.

So far, Sweden is the only country in the world that has established standards for VDT radiation. "There has been extraordinary negligence on this issue in the U.S.," says Louis Slesin, publisher of VDT News.

Slesin, an authority on computer issues, points out that "There has never been any systematic study of emissions from different types of VDTs." He believes that such a study would be relatively simple to conduct and that it would provide valuable information.

- Financial Times

*This report was published in the  
TWU Transmitter, January 1990.*